



EXCELLENCE WITHOUT EXCUSES

CHARTER DAY SCHOOL, INC.

September 24, 2020

To: All Staff of Charter Day School, Columbus Charter School, Douglass Academy, and South Brunswick Charter School

From: Charter Day School, Inc. Board of Trustees

Memo: CDS, Inc. Board Policies Handbook Amendment #0200924

Note: Add in the Mission Statement, Purpose, and Educational Focus to match that of the Parent & Student Handbook.

Page 4: Mission Statement

Our understandings of humankind and our universe are expressed and communicated through all of our arts and sciences. Each method of expression- language, painting, music, mathematics, and science- has its rules and techniques for effectively communicating these ideas and understandings.

These rules and techniques are bridges over which ideas must be communicated from one generation to the next.

Thus, the mission of the school through Charter Day School, Inc. is, for the next generation:

- To teach the rules and techniques for effective expression and communication in the arts and sciences,
- To communicate, by these arts and sciences, our understandings of the universe and our role in it, and
- To instill a love of learning and discovery, justifying a life-long dedication to health, truth, and virtue.

Page 5: Purpose

1. Improve Student Learning:

- Learning environment: The mandatory prerequisite for learning to occur is an orderly, disciplined environment. Our School Pledge requires the student to strive for positive goals and virtues. Behavior that is not conducive to the achievement of the goals and virtues of the School Pledge will not be allowed.
- Teaching Method: The School will use Direct Instruction as the cornerstone of its teaching method and curriculum. Direct Instruction has proven in numerous schools to dramatically improve learning over other teaching methodologies.
- Technology: The School will use the latest technologies as aids, reference materials, art examples, music and other teaching materials to assist the teacher in presentations to the students.
- Dress Code: The School requires all students to wear a uniform to instill discipline and keep order so that student learning is not impeded. The School has designed its dress code to reflect the standards of the community of parents who have chosen to send their children to the School. It has also made sure to do so in a way that actively promotes its educational mission and focus. Use of uniforms also helps promote a sense of pride and of team spirit, as every student is a member of the academic team.

2. Increase Learning Opportunities: Special emphasis is given to expanding learning experiences for students who are identified as ‘at risk of academic failure’ or ‘academically gifted’. Direct Instruction has shown to be particularly effective for students at risk of academic failure. Its method of 100% mastery and its achievement classification system also enables gifted students to advance at their maximum potential as soon as material is presented.

3. Encourage the use of Different and Innovative Teaching Methods: Through the use of Direct Instruction, students benefit from the well documented success the curriculum has had across the country.

4. Provide Parents and Students with Expanded Choices: The achievement-based classification for student progression assures that each student is in a classroom environment that has instructional objectives that are challenging to that student’s abilities and willingness to learn.

Page 5: Educational Focus

The School offers a disciplined, caring classroom environment that emphasizes traditional values and direct instructional methods for students who wish to fulfill high expectations for diligence, discipline, and devotion to seeking knowledge.

The School unites and balances all subjects—whether language, mathematics, art, music, history, or science—by teaching each as a method for expressing ideas with standard rules and classical examples for study in each area.

Every student who is willing to pledge self-discipline, honesty, and perseverance can excel to their fullest potential at the School. We expect every student to devote full attention to every subject—whether language, mathematics, art, music, history, or science—to achieve a balanced, comprehensive understanding of our civilization and the world in which we live.

Page 5: Organizational Structure

• Board Authority and Duties

The Charter Day School, Inc. Board of Trustees, herein after referred to as the Board, is a body corporate and has general control and supervision of all matters pertaining to the schools. The Board will establish general policies in keeping with the needs of the CDS, Inc. School community and the requirements of state law and perform all specific duties imposed by law. The Board considers some of its most significant duties to be the following:

1. Providing leadership and direction through the formulation of goals and objectives, especially in defining and setting high academic standards for student success;
2. Creating policies that establish standards, accountability and evaluation of essential operations of their schools;
3. Taking steps necessary to help ensure legal compliance of Board and school functions with state and local regulations.

• Statutory Environment

The North Carolina General Statutes contain laws declaring the purpose of charter schools and the criteria under which they must operate. It is to these purposes and under these criteria that the Board of Charter Day School, Inc. dedicates itself. The General Statutes state in part:

§ 115C-218. Purpose of charter schools

(a) Purpose of Charter Schools. - The purpose of this Article is to authorize a system of charter schools to provide opportunities for teachers, parents, pupils, and community members to establish and maintain schools that operate independently of existing schools, as a method to accomplish all of the following:

(1) Improve student learning;

(2) Increase learning opportunities for all students, with special emphasis on expanded learning experiences for students who are identified as at risk of academic failure or academically gifted;

(3) Encourage the use of different and innovative teaching methods;

(4) Create new professional opportunities for teachers, including the opportunities to be responsible for the learning program at the school site;

(5) Provide parents and students with expanded choices in the types of educational opportunities that are available within the public school system; and

(6) Hold the schools established under this Article accountable for meeting measurable student achievement results, and provide the schools with a method to change from rule-based to performance-based accountability systems.

§ 115C-218.5. Final approval of applications for charter schools.

(a) The State Board may grant final approval of an application if it finds the following:

(1) The application meets the requirements set out in this Article and such other requirements as may be adopted by the State Board of Education.

(2) The applicant has the ability to operate the school and would be likely to operate the school in an educationally and economically sound manner.

In summary, the duty of the Board is to fulfill the purposes of “improving student learning” and “increasing learning opportunities for all students” in “an educationally and economically sound manner.”

Page 31: Salary/Paychecks

All employees are paid by direct deposit on a semi-monthly basis. The first paycheck for new employees will be paid on the 5th day of the month following their employment start date, if the employee has all paperwork turned in before payroll submission deadlines. Employees are not to discuss their salaries with other employees. The School is not required to abide by the salary scale set by the North Carolina State Board of Education. Final pay checks will be calculated on the ~~monthly~~ yearly salary, divided by the number of hours required to work during the school year ~~thirty days~~, times actual ~~days~~ number of hours worked during the pay period.